Harassment and Discrimination Policy

Clear standards and a reporting path for harassment and discrimination of any kind.

Important notice: This is a free sample safety document. It is a starting point, not a finished policy, and it is not a legal document or legal advice. Laws differ by location. Have a qualified attorney review and adapt it for your academy before use. Academy Safe is not responsible for errors or missing information in this document, or for how it is used. In an emergency, call 911.

Academy name: _____

Academy address: _____

Effective date: _____

Last reviewed: _____

Policy

Everyone at [Academy name] has the right to train and work free from harassment and discrimination, including based on race, color, religion, sex, sexual orientation, gender identity, national origin, age, or disability, as protected by law.

Harassment Includes

- Unwelcome sexual comments, advances, touching, or requests.
- Slurs, offensive jokes, or images.
- Threats or intimidation.
- Repeated unwanted contact, in person or online.

How to Report

- Tell [designated safety contact], the owner, or [second contact].
- You can report in person, in writing, or by email at [email].
- Reports are handled as privately as possible.

What Happens Next

1. The academy acknowledges the report within [2] business days.
2. The concern is reviewed fairly, and steps are taken to stop any ongoing harassment.
3. Outcomes may include a warning, training, suspension, or removal.
4. Crimes are reported to law enforcement. Suspected abuse of a minor is reported to authorities.

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